

- (e) upon expiration of a period substantially equal to said search periodicity, searching at least one computer searchable candidate database for a candidate resume including said keyword;
- (f) scoring a candidate resume identified by said search as a function of said keyword; and
- (g) presenting an identity of a candidate associated with said candidate resume identified by said search to a computer user on a basis of said score.

2 (AMENDED). The method of claim 1 wherein the step of scoring a candidate resume identified by said search as a function of a keyword comprises the steps of:

- (a) identifying a number of occurrences of said keyword in said candidate resume identified by said search; and
- (b) comparing said number of occurrences to a threshold number of occurrences.

3 (AMENDED). The method of claim 1 further comprising the steps of:

- (a) assigning a significance to a keyword; and
- (b) influencing said scoring of said candidate resume as a function of said significance of said keyword.

4 (AMENDED). The method of claim 1 further comprising the steps of:

- (a) associating at least one candidate screening question with said position advertisement;
- (b) upon identification of a candidate resume by said search, automatically requesting a response to said candidate screening question from a candidate associated with said candidate resume identified by said search; and
- (c) scoring a response by said candidate to said candidate screening question.

6 (AMENDED).

The method of claim 1 further comprising the steps of:

- (a) associating an identity of a computer searchable candidate database with said position advertisement; and
- (b) searching said candidate database associated with said position advertisement upon expiration of a period substantially equal to said search periodicity, .

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7 (AMENDED).

The method of claim 1 wherein the step of searching at least one computer searchable candidate database comprises the steps of:

- (a) storing an identity of a searchable, computer network accessible, candidate database;
- (b) upon expiration of a period substantially equaling said search periodicity, accessing said computer network accessible candidate database with a computer;
- (c) analyzing a text of a candidate resume stored in said computer network accessible candidate database;
- (d) scoring an occurrence of said keyword in said text of said candidate resume; and
- (e) as a function of said scoring, copying said candidate resume to another candidate data base.

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11 (AMENDED).

A method of employment recruiting comprising the steps of:

- (a) creating a position advertisement, including a datum particularizing a position of employment;
- (b) associating a keyword with said position advertisement;
- (c) storing said position advertisement and said keyword in a computer searchable database;
- (d) associating a search periodicity parameter in a computer searchable database;
- (e) in response to expiration of a period substantially equal to said search periodicity parameter, initiating a computer search of at least one computer searchable candidate database for a candidate resume

including said keyword;

- (f) scoring a candidate resume identified by said search as a function of said included keyword;
- (g) including an identification of a candidate associated with said candidate resume in a result reportable to a computer user if said keyword score of said candidate resume at least equals a threshold keyword score;
- (h) in response to a determination that said keyword score at least equals said threshold keyword score, automatically contacting said candidate and requesting a response to at least one screening question associated with said position advertisement;
- (i) scoring a response of said candidate to said screening question; and
- (j) reporting said screening question response score in a search result presented to said computer user.

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Cont'd*

12 (AMENDED). The method of claim 11 further comprising the steps of:

- (a) requesting said candidate approve contact with an employment reference;
- (b) upon receipt of said approval, automatically requesting a response of said employment reference to at least one reference query; and
- (c) reporting said response to said reference query in a search result presented to said computer user.

13 (AMENDED). The method of claim 11 further comprising the steps of:

- (a) assigning a significance to said keyword; and
- (b) influencing said keyword score of said candidate resume as a function of said significance of said keyword.

14 (AMENDED). The method of claim 11 further comprising the step of automatically repeating said search in response to expiration of a period substantially equal to said search periodicity parameter associated with said position advertisement.

15 (AMENDED). An employment recruiting system comprising:

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- (a) a searchable first data structure storing data associated with an employment position, said data including a keyword;
  - (b) a searchable second data structure storing data related to a candidate for employment including a candidate resume; and
  - (c) a data processing device to search said second data structure for a candidate resume including said keyword, said search proceeding in response to expiration of a search periodicity associated with said employment position.

16 (AMENDED). The system of claim 15 further comprising:

- (a) a searchable third data structure, accessible from a computer network, said third data structure storing at least one candidate resume; and
  - (b) a network interface enabling said data processing device to search said third data structure for a candidate resume including said keyword.
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19 (AMENDED). The system of claim 15 wherein said data processing device comprises:

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- (a) a position advertisement template user interface including at least one candidate qualification entry to be associated with said employment position; and
  - (b) a screening question template user interface comprising at least one candidate screening query to be associated with said employment position.

20 (AMENDED). The system of claim 18 wherein said resume scoring instruction further comprises a screening query scoring instruction to score a response to a candidate screening query as a function of a significance weight associated with said candidate screening query.

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(AMENDED)